

## APPENDIX A – TBU 2024 AGM Minutes – May 2, 2024

**DISTRICT 26  
Teachers' Bargaining Unit  
ANNUAL GENERAL MEETING  
North Grenville Municipal Centre, Kemptville, ON  
Thursday, May 2, 2024  
4:00 PM**

### MINUTES

1. **CALL TO ORDER**

2. **WELCOME**

3. **ANTI-HARASSMENT STATEMENT**

A member of OSSTF/FEESO has the right to a workplace and union environment free from harassment and bullying. Harassment and discrimination are not joking matters. They have a destructive effect on the workplace environment, individual well-being, and union solidarity. Such actions are always unacceptable. As members of OSSTF/FEESO, our goal must be to protect human rights, to promote mutual respect and trust, and to foster inclusion.

OSSTF/FEESO is committed to strengthening member solidarity and takes seriously its own responsibility to ensure that members are treated with respect and dignity at all provincially sponsored OSSTF/FEESO events and meetings. Any member who feels targeted by harassment or discrimination must be able to speak up and know their concerns will be responded to immediately in accordance with District 26 Anti-Harassment Complaints and Resolution Policy and Procedure.

The designated Anti-Harassment Officer for OSSTF, District 26, 2023-2024 is Tanya Crosbie, cell phone 613-802-9818.

4. **LAND ACKNOWLEDGEMENT**

OSSTF District 26 acknowledges and thanks the Haudenosaunee and Anishinabek people of this territory, and the other First Nations, Métis, and Inuit peoples residing on this land, for sharing your ways so that we may come together in a good way. Beyond a land acknowledgement, we encourage all non-Indigenous peoples on these lands to learn the treaties & their stories, to support the struggles of the peoples whose lands we are on, and to celebrate the achievements of the various First Nations, Métis, and Inuit peoples.

*"To be human is an honour and we often give thanks for all the gifts of life. Mother Earth – We thank you for giving us everything that we need and the blue waters all around. Mother Earth, you are the force that takes thirst away from all living things. We thank you for the green grasses and whole beauty that you bring to the Mother Earth's floor. We thank you for the good foods for making us happy when we are hungry, and we are thankful for the fruit, the berries and the good medicine herbs for healing us when we are sick. Thank you for the animals, for keeping our precious forest green, for all the trees, shade and warmth that you give to us." (Madison White, Akwesasne Youth Council)*

5. **APPROVAL OF AGENDA [RES – PROC-2024-01]**

**BIRT** the amended agenda be adopted.

Becky Clarke

Moved by: Jennifer Gilbert

Seconded by:

<b>PROC-2024-01</b>	CARRIED
<b>BIRT 9.1 be moved to 9.5 in the agenda.</b>	
Moved by: Adrienne McEwen	Seconded by: Alison Dennis
	CARRIED

6. **APPROVAL OF APPENDIX A: TBU 2023 AGM MINUTES – MAY 4, 2023**  
**[RES – PROC-2024-02]**

<b>BIRT the minutes of May 4, 2023, be approved.</b>	
Moved by: Kathi Poirier	Seconded by: Pamela Linklater
<b>PROC-2024-02</b>	CARRIED

7. **BUSINESS ARISING FROM THE MINUTES OF MAY 4, 2023 TEACHERS' BARGAINING UNIT AGM**

8. **TEACHERS' BARGAINING UNIT EXECUTIVE 2024-26**

8.1 Presentation of Acclaimed Candidates for TBU Executive

*"As per Bylaw 4.4.11 of the Teacher Bargaining Unit Constitution, as Chair, I declare the following nominees elected by acclamation":*

<b>Teachers Bargaining Unit</b>	
President	Tanya Crosbie
Vice President (2 positions)	Brandon Boivin Brandon Coleman
Secretary	Erin Thibodeau
Treasurer	Jesse Langevin
Chief Negotiator/Contract Maintenance Officer/Grievance Officer	Alison Dennis
Equity, Anti-Racism & Anti-Oppression Officer	Kafui Kumahor

8.2 Presentation of Executive positions to be filled in the new Federation year

*"As per Bylaw 15.2.1 of Teacher Bargaining Unit Constitution, as Chair, I declare, the Chair of Collective Bargaining shall be elected from among the members of the Collective Bargaining Committee at the first meeting of the Committee in the next Federation year."*

TBU CBC Chair: to be determined

*"As per Bylaw 19.4.11 of Teacher Bargaining Unit Constitution, as Chair, I declare, The Bargaining Unit Council shall elect, at its first council meeting of each Federation year, the Bargaining Unit Council representative who will be a member of the Bargaining Unit Executive and who will perform duties as assigned by the Bargaining Unit Executive."*

TBU Council Chair: to be determined

## 9. NEW BUSINESS

### 9.1 Branch Steward Award

For Outstanding Representation at the Branch Level, the recipient for 2023-2024 is Sylvie Tremblay.

### 9.2 Constitutional Amendments & Other Resolutions

*"Constitution Article 14: Amendments to Articles and Bylaws*

*14.1 Articles of the Constitution may be established, amended or rescinded at the Bargaining Unit Annual General Meeting by a three-quarters vote of those members present, eligible to vote and voting.*

*14.2 Bylaws may be established, amended or rescinded at the Bargaining Unit Annual General Meeting by a two-thirds vote of those members present, eligible to vote and voting."*

**BIRT Article 6.2** be amended by the addition of the new sub-article "6.2.1 Upon invitation from the TBU Executive, the past TBU President and past Chief Negotiator/Contract Maintenance Officer/Grievance Officer can be invited to bargaining unit executive meetings and the bargaining unit committees as ex-officio members."

#### Article 6: Bargaining Unit Executive Organization (A.14)

6.2 The District President and the District Officer shall be ex-officio members of the Bargaining Unit Executive and all Bargaining Unit committees.

6.2.1 **Upon invitation from the TBU Executive, previous executive members can be invited to bargaining unit executive meetings and the bargaining unit committees as ex-officio members.**

**Rationale:** *This addition to the constitution allows for past Presidents and past Chief Negotiators/Contract Maintenance Officers/Grievance Officers to be invited by the current TBU executive to join in on meetings when needed. This would allow current executive to access the knowledge, experience and expertise of former leaders to help make decisions and determine directions for the bargaining unit.*

#### **Endorsed by the TBU Executive**

Moved by: Brandon Boivin

Seconded by: Erin Thibodeau

**CON-2024-01**

**CARRIED**

**BIRT 6.2.1** be amended to read, "Upon invitation from the TBU executive, previous executive members..."

Moved by: Kafui Kumahor

Seconded by: Divina Hogan

**CARRIED**

**BIRT** the TBU Treasurer shall establish, on behalf of the TBU, a separate long-term reserve account invested in appropriate financial institutions, which shall be known as the Extraordinary Expense Contingency Fund. This fund and the amount invested will be visible on each TBU Budget report. The fund shall be administered in accordance with TBU Constitution Appendix A as outlined below.

***Rationale:** This motion is being presented for the membership to formally instruct the TBU Treasurer to create a TBU Reserves account, entitled "Extraordinary Expense Contingency Fund". For all TBU Treasurer Reports, including the AGM, the amount in the fund will be shared with the membership for transparency. Additional parameters around the reserve fund will be added to Bylaw 3: Bargaining Unit Finances.*

Moved by: Erin Thibodeau

Seconded by: Adrienne McEwen

**CON-2024-02**

CARRIED

**BIRT** that APPENDIX A – TBU Reserve Fund – Extraordinary Expense Contingency Fund be added to the TBU Constitution and reads as follows:

**APPENDIX A – TBU Reserve Fund – Extraordinary Expense Contingency Fund**

This fund is to provide for extraordinary expenses such as a sudden increase in expenses, one-time unbudgeted expenses, or uninsured losses.

Expenditures up to \$5000 from this fund must be approved by a motion from the TBU Executive. Expenditures over \$5000, must be recommended by the TBU Executive to be approved by the TBU Council.

The Extraordinary Expense Fund shall not exceed \$50,000. A surplus in the TBU operating budget of up to \$5,000 may normally be allocated by the TBU Executive to the Extraordinary Expense Fund.

***Rationale:** The TBU's reserve fund is less than \$50,000 per year. We use this fund for a variety of purposes, including in the past, release for the VP to handle grievances from COVID as we were overwhelmed with grievances, as well as donating some of this money to the district for member engagement events. This fund was originally generated from funds not accessed by members during the 2004-2008 CA – everyone got \$512 each for a technology bonus. Some teachers did not access it. We kept those funds as reserves. That money is now depleted. We will at times have policy grievance money come in that doesn't go directly to members, but that would come in through the grievance line and then moved into the reserves at the end of the year. The idea is that we would never really have more than 50K in reserves for TBU.*

Moved by: Erin Thibodeau

Seconded by: Adrienne McEwen

**CON-2024-03**

CARRIED

**BIRT** Bylaw 3 be amended by the addition of the new sub-article 3.X that reads as follows:

**Bylaw 3: Bargaining Unit Finances**

3.1 Any revenues collected in accordance with Bylaw 6 shall be maintained in a duly accredited financial institution, in consultation with the District Treasurer.

- 3.2 The Bargaining Unit Treasurer shall prepare, in consultation with the Bargaining Unit Executive and District Treasurer, a proposed annual budget for the following school year.
- 3.2.1 The Bargaining Unit Treasurer shall include in their report to the Annual General Bargaining Unit Meeting the proposed budget for the next federation year.
- 3.2.2 The Bargaining Unit Treasurer shall seek endorsement of the proposed budget at the Annual Bargaining Unit General Meeting.
- 3.X The Extraordinary Expense Contingency Fund shall be administered in accordance with the Bargaining Unit Constitution-Appendix A.**
- 3.X.1 Where the total surplus funds available at the end of any Federation year exceeds fifty thousand dollars (\$50,000.00) of retained earnings, the surplus funds over \$50,000.00 shall be transferred into the District Operating Reserve Fund within one hundred and twenty (120) days following the end of the Federation year.**
- 3.3 The Bargaining Unit Treasurer shall present current financial statements to the Annual Bargaining Unit General Meeting
- 3.4 The Teacher Bargaining Unit Executive must approve transferring of funds between budget lines within the Federation year after the annual budget has been approved at the bargaining unit's Annual General Meeting.
- 3.5 Funds shall not be transferred to budget lines related to the income of full-time release staff (Bylaw 24.4 and/or 24.5).
- 3.6 The Teacher Bargaining Unit Executive must not create new budget lines within the Federation year after the annual budget has been approved at the Annual General Meeting or at a General Meeting of the membership.

***Rationale:** This is to ensure that there is a policy that governs how the Extraordinary Expense Contingency Fund can be used, and that it cannot exceed \$50,000. Anything over \$50,000 would be returned to the parent body of finances.*

Moved by: Erin Thibodeau

Seconded by: Adrienne McEwen

**BYL-2024-01**

CARRIED

### 9.3 Report of the Treasurer and Presentation of the 2024-25 Budget [RES – BUDG-2024-01]

*See APPENDIX B*

**BIRT** the Teacher's Bargaining Unit Budget for 2024-2025 be approved.

Moved by: Erin Thibodeau

Seconded by: Adrienne McEwen

**BUDG-2024-01**

CARRIED

#### 6.4 Recognition of Branch Stewards

Thank you for your dedication to OSSTF District 26 and our members.

School	Branch Steward
Almonte DHS	Divina Hogan
Athens DHS	Terrie-Anne Bridgman
Brockville CI	Brandon Boivin
Carleton Place HS	Jesse Langevin
Char Lan DHS	Sean O'Farrell
Cornwall C&VS	Cathy Jackson
Gananoque SS	Sean O'Donnell
Glengarry DHS	Sylvie Tremblay
North Dundas DHS	April Richmire
North Grenville DHS	Hope Chambers
Perth & DCI	Megan Crowe
Rideau DHS	Matthew Lundvall
Rockland DHS	Kafui Kumahor
Russell HS	Richard Scharf
St. Lawrence SS	Jason Marshall
Seaway DHS	Pamela Linklater
Smiths Falls DCI (9-12)	Pamela Craig
South Grenville DHS	Nikki Amelotte
Tagwi SS	Brandon Coleman
Thousand Island SS	Clancy McDonald
Vankleek Hill CI	Dan Tremblay

#### 10. REPORT OF PROVINCIAL EXECUTIVE – MARTHA HRADOWY

#### 11. REPORTS OF THE OFFICERS (WRITTEN REPORTS – QUESTIONS ONLY)

11.1 TBU President Report – Adrienne McEwen – *Page 8-9*

11.2 TBU Chief Negotiator/Contract Maintenance Officer/Grievance Officer Report – Alison Dennis  
– *Page 10-13*

#### 12. DON'T SHORTCHANGE OUR STUDENTS

#### 13. ADJOURNMENT @ 5:26PM

## 11.1 TBU President Report – Adrienne McEwen

### **Negotiations and Bargaining**

Local negotiations were altered by the impact of the agreed upon Voluntary Binding Interest Arbitration agreement at the Central Table. As such, although we ended the 2022-2023 school year with a 92% strike vote, we were unable to capitalize on using strike action to pressure change in local workload provisions. The TBU agreement did not see any strips and gained important language to recognize trades experience for tech teachers, involvement in timetabling by Program Leaders and school union reps, as well as other gains. TBU reached a tentative local deal in March 2024. TBU also created a Letter of Understanding to implement key parts of the collective agreement now. The Central part of the collective agreement is now with Arbitrator Kaplan.

The Charter Challenge for Bill 124 was successful. The remedy will be paid out to all members by June 10, 2024.

### **Alternative Education**

The Board's move to integrate under 18 students back into mainstream schools is meeting with mixed reviews by members. I think we can agree that the idea may have some merit, but the implementation of SST LIFT and the start up of the year for TR programming was a mess. The Board did not put the proper research and development into the programs. We met with the Board several times about workload violations at both TR Leger and in the SST LIFT. The Board interprets the SST/LNR award differently than the union, so a grievance has been filed and the union has gathered a great deal of evidence to support workload violations. The Board has stated that the TR model and SST LIFT model will not be changing for 2024-2025.

### **Credit Integrity**

Although the union was hoping to use strike action to attack the lack of credit integrity in the UCDSB, we are now pivoting to a new strategy coming to local schools in May. The Board continues to use the SST Toolkit, as well as pressure on teachers to hand out credits that are simply not earned. The Board's focus on chasing graduation rates as the sole metric of success is causing them to graduate failing students with a wink and a nudge. A grievance has been launched specifically for the toolkit, and strategies are now underway to publicize the dark secrets within the UCDSB policies.

For more information:

**Cornwall Seeker:** (April 15, 2024) [\*5 Questions with Adrienne McEwen, Ontario Secondary School Teachers Federation of Upper Canada, Teacher's Bargaining Unit President\*](#)

**Brockville Recorder and Times** (May 15, 2023) [\*Union says new teaching tool 'breaches ethical standards'\*](#)

### **Equity and Diversity**

Despite several attempts by the union to embed equity discussions and initiatives within the collective agreement, the Board held firm on rejecting equity and diversity initiatives as part of the collective agreement. As such, we have been using language within our collective agreement to force meetings with the board to talk about systemic inequities within the UCDSB that have a direct impact on teacher workload. These meetings have been few, but discussions are being had.

### **Mental Wellness**

The board and all unions are partnering on the *Reflect Ed Staff Climate Survey* that hit your inboxes last month. The survey is still available, and we are asking members to respond. The Board is assuring the union that full transparency will be given, with all results, to all unions. We will share these with you once we have them. The goal is to create actual initiatives that help you with your mental wellness. Ultimately, the union recognizes that mental wellness can only be improved when the Board addresses the systemic surplus of workload and stress that their own and Ministry of Education policies and initiatives have created.

### **Thank You**

As you know, this is my final year serving you as your TBU President. I have made the decision to return to the classroom after seven years as a release officer for D26. I would like to thank you, the members of TBU D26, for your support. It has been a true honour serving as your leader. We have had a rough go with strike action, the pandemic, UCDSB initiatives that are driving employee morale into the ground, and the UCDSB's unwavering support for the Conservative ideals of this province. Our fight locally must ignite now to raise awareness of the issues of credit integrity in our classrooms. Although I am stepping down from my position, I will continue to fight alongside you.

In solidarity,

*Adrienne*

## 11.2 TBU Chief Negotiator/Contract Maintenance Officer Report – Alison Dennis

Printed on: April 23<sup>rd</sup>, 2024

### Highlights of Contract Maintenance Issues:

- SST Lift/ASLE
- Professional Judgement and Baseline Testing
- Professional Development – During the Instructional Day
- Split classes
- DWT absences
- Continuing Education courses being offered at lunch time
- Bill 124 Remedy

### Staffing Updates

- Spring Staffing Virtual Training was held on March 6<sup>th</sup>, 2024
- Spring Staffing
  - Redundancy/Recall – There was none for the 2024-2025 school year
  - Surplus Declaration
    - Teachers who are partially SLOA should be informed of their teaching assignment prior to placement meeting number one, occurring on May 15<sup>th</sup>.
    - TR teachers should be notified of their assigned worksite location for the following year prior to placement meeting number one, occurring on May 15<sup>th</sup>
    - TR teachers whose status will be changed to itinerant have the option to go fully SLOA

### Local & Provincial Negotiations

- Central: The Interest Arbitration hearing was completed on April 8<sup>th</sup> for Teachers and OT teachers, a decision by the arbitrator is expected before the end of summer
- Bill 124 - teachers have been awarded an additional 0.75% 2019-2020, 0.75% 2020-2021, and 2.75% 2021-2022, this is a 7.25% increase in compensation for the entire 2019-2022 contract term, the board must complete the payments by June 10<sup>th</sup>, 2024
- Locally:
  - a. The local terms of the collective agreement were accepted by the members on March 26<sup>th</sup>
  - b. OSSTF and the board signed a Letter of Agreement to implement articles that impacted spring staffing and summer school staffing

### Protective Services Conference

- Was held April 4<sup>th</sup> and 5<sup>th</sup> at the Sheraton Hotel Downtown and was a success.
- Variety of workshops on negotiating, community organizing and grievances, using Can LII, updates on recent arbitrations that impact education workers

### Grievances

- SST/LNR in the Library Grievances: **Decision from Arbitration (May 19, 2020)**  
TBU: 2009-10, 2010-03, 2010-14, 2011-10, 2012-08, 2013-06, 2014-10, 2015-06, 2016-04, 2017-04, 2018-04, 2019-05  
Workload Infractions in each school year from 2009 to current  
2018-01: Spring Staffing Process 2018 (Lawyers)  
GRV-20-0043: SST/LNR in the Library Grievance 2019-2020 Sem 2 (Abeyance)

GRV-19-0029: 2019-09: SST/LNR in the Library Grievance 2019-2020 Sem 1 (Abeyance)  
Met with the Arbitrator Feb 9<sup>th</sup> to work on settlement of the grievances from 2009-2013, board determined at that time that they would like to discuss a global settlement  
2009-2016 Survey data was collected.  
Board has requested a meeting prior to the next arbitration date to discuss a global settlement.

- GRV-21-0084: Virtual School Credit Recovery (ARB) [July 4, 2023] Arbitration produced no results. Next dates set for January 15, 17 and 27, Feb 12, 15, April 3 2025.
- GRV-20-0055: Requiring OSSTF Members to Provide Simultaneous Instruction to Students in Classrooms and Online (ARB) [Oct 4, 2023] Initial Arbitration date. No other dates at this time.
- GRV-21-0083: Class Size – Destreamed (ARB) [September 24, 2024] Initial Arbitration date.

**Arbitration Approved at Province:**

1. 2019-02: Sick Leave (Provincial)
2. 2019-07: Failure to Accommodate (Provincial)
3. 2019-08: Failure to Accommodate (Provincial)
4. GRV-19-0027: Leave of Absence Denial (ARB)
5. GRV-19-0030: Failure of Duty to Accommodate (ARB)
6. GRV-20-0001: Failure of Duty to Accommodate (ARB) [May 1<sup>st</sup>, 2024] Initial Arbitration Date
7. GRV-20-0006: Leave of Absence Denial (ARB)
8. GRV-20-0036: Dismissal without Just Cause (ARB)
9. GRV-20-0044 Failure to Provide Proper Accommodations
10. GRV-20-0045: Discipline without Just Cause (ARB)
11. GRV-20-0067: Asynchronous Digital and Non-Digital Courses (ARB)
12. GRV-20-0068: Virtual School (ARB)
13. GRV-20-0108: Failure to Accommodate (ARB)
14. GRV-20-0016: IA Overstep (ARB)
15. GRV-21-0049: Flex Hub Rooms (ARB) – paired with GRV-20-0016
16. GRV-20-0095: Failure in the Procedural Duty to Accommodate (ARB)
17. GRV-21-0186: Workload Infractions 2021-2022 Semester 1 (SST/LNR) (ARB)
18. GRV-22-0014: Requiring OSSTF Members to Provide Simultaneous Instruction to Students in Classrooms, Synchronously Online and Asynchronously (ARB)
19. GRV-22-0016: Staffing Violation based on Statutory Leave (ARB)
20. GRV-22-0051: Termination without Just Cause (ARB)
21. GRV-22-0060: Denial of Leaves
22. GRV-20-0052: Graduation Coaches (ARB)
23. GRV-22-0063: ASLE (ARB)
24. GRV-22-0107: IA Overstep onto Teacher Workload (2021-2022) (ARB)
25. GRV-22-0108: IA Overstep onto Teacher Workload (2022-2023) (ARB) – linked with GRV-22-0107
26. GRV-22-0114: ASLE (ARB)
27. GRV-22-0131: Baseline Testing
28. GRV-22-0143: Unreasonable Splits 2022-2023 Semester 1
29. GRV-22-0158: Unilateral Changing of Employment Terms and Conditions
30. GRV-22-0159: Class Cap Violation – Special Education
31. GRV-22-0115: Class Size – Destreamed (2022-2023)
32. GRV-23-0017: Baseline Testing – Semester 2
33. GRV-22-0115: Class Size – Destreamed (2022-2023) Semester 1 (ARB)
34. GRV-23-0019: System Staff Redeployment during Covid
35. GRV-23-0027: Camera's in Classrooms and Teaching Areas
36. GRV-23-0034: Failure to Accommodate
37. GRV-23-0001: Unreasonable Splits – 2022/2023 Semester 2
38. GRV-23-0002: SST/LNR – 2022-2023 Semester 2
39. GRV-23-0120: SST-LNR-Guidance 2023-2024 Semester 1 Workload Infractions

40. GRV-23-0171: Discipline without Just Cause
41. GRV-23-0301 SST/LNR
42. GRV-23-0324 Camera's in the Classroom Semester 1 2023-2024
43. GRV-23-0239 TR Leger IA overstep
44. GRV-23-0235 SST Lift

**Arbitration Requested at Province:**

45. GRV-22-0116: Program Leaders
46. GRV-23-0234 Failure to Accommodate

**Currently in Grievance Timelines – Assigned Grievance Case Number:**

47. GRV-23-0235: SST Lift
  - OSSTF believes that the formation of the SST lift classroom reaches beyond what is allowed in the Cummings SST/LNR award of 2020.  
The following situations we feel are a violation:
  - being assigned to a classroom with classroom supervision responsibilities
  - being required to supervise students completing eLearning, ILC/TR packages, co-op students, students for disciplinary reasons, and students completing continuing education packages.
  - completing guidance duties, spec ed duties, and creating programming for students outside of credit recovery and credit rescue
48. GRV-23-0234 Failure to Accommodate
49. GRV-24-0003 Workplace Harassment
50. GRV-24-0005 Discipline without Just Cause
51. GRV-23-0239: TR Leger Worksites – IA Overstep
52. GRV-23-0388 Baseline Testing (2023-2024)
53. GRV-24-0005 Discipline without just cause
54. GRV-24-0111 SST Toolkit
  - OSSTF believes that the SST Toolkit reaches beyond what is allowed in the Cummings SST/LNR Award of 2020
  - Includes, but not limited to: credit leaping, credit bundling, supervision of students serving discipline, completing duties normally done by guidance counsellor, completing duties normally done by the spec ed teacher, SST teacher teaching a credit course, ASLE, supervision of students completing continuing education, supervision of students completing coop credits, PLAR credits, Real world learning credits, eLearning students, and students completing ILMs/ILCS, SAL supervisions, supervision of students cross enrolled in TR Leger, supervision of students cross enrolled in SST and a classroom section in the same period
  - Violation of teachers' professional judgement as outlined in Central Article 3.5, violates articles 1.02, 2.01, 13.10, 19, 24, 32, 40 and 42
55. GRV-24-0112 Failure to Fill
  - Increased use of unqualified teachers being used, OSSTF believes that the board chose to use an unqualified teacher to fill sections when OCT qualified teachers had applied to the sections.
56. GRV-23-0239 – IA Overstep
  - Ongoing issue in TR Leger, has become an issue in mainstream schools with the implementation of SST Lift
  - The practice of allowing instructional assistants to assess and/or evaluate student work contravenes the collective agreement.
  - The board continues to violate the collective agreement despite being served Estoppel notices on Mar 18<sup>th</sup>, 2021, and May 5<sup>th</sup>, 2023, during bargaining

**Withdrawn/Removal/MOS**

57. GRV-23-0170: Failure to Fill
58. GRV-23-0237: Teacher Exchanges
59. GRV-23-0339 SEB – Local Minutes of Settlement
60. GRV-20-0077: Failure in the Procedural Duty to Accommodate

**On Hold:**

- GRV-23-0022 PLAR 2022-2023 – in conversations for a settlement
- GRV-23-0018 ASLE 2022-2023
- GRV-23-0236: Learning Partner Positions
- GRV-22-0207: District Wide Timetable Absences – Changes to system and testing
- GRV-23-0144: Failure to Accommodate
- GRV-23-0408 Failure to Accommodate

**TBU and OTBU Grievances Possible Overlap**

- TBU has repeatedly updated on a regular basis the OTBU of TBU grievances that may impact OTBU members; OTBU must file own grievances to ensure OTBU members that may be affected by any of the above.